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| **Questionnaire – Equal and Diversity Monitoring** | | | |
| The Vestry of St. Luke’s, Glenrothes seeks to ensure that our recruitment and selection processes are fair, and that we do not discriminate under the Equality Act 2010. We also aim to build an accurate picture of the make-up of the workforce in encouraging equality and diversity.  The Vestry needs your help and co-operation to enable us to do this but filling in this form is **voluntary**.  Please return the completed form as a document to a separate email or put it in separate envelope; and mark ‘Strictly Confidential’. | | | |
| **How would you describe your gender?** | | | |
| Man |  | Women | Man |
| Intersex |  | Non-binary | Intersex |
| Other /Own term (please write) |  | Prefer not to say | Other /Own term (please write) |
| **Have you ever identified as a transgender person or trans person?** | | | |
| Yes |  | No |  |
| **Are you married or in a civil partnership?** | | | |
| Yes |  | No |  |
| Prefer not to say |  |  |  |
| **Age** | | 16-24 |  |
| 25-29 |  | 30-34 |  |
| 35-39 |  | 40-44 |  |
| 45-49 |  | 50-54 |  |
| 55-59 |  | 60-64 |  |
| 65+ |  | Prefer not to say |  |
| **What is your ethnicity? Please select the option which best describes your ethnic origin.** | | | |
| ***White*** | | | |
| Scottish |  | English | Scottish |
| Welsh |  | Northern Irish | Welsh |
| Irish |  | British | Irish |
| Gypsy/Traveller |  | Prefer not to say | Gypsy/Traveller |
| Any other white background (please write) | |  | |
| ***Mixed/multiple ethnic groups*** | | | |
| White and Black Caribbean |  | White and Black African | White and Black Caribbean |
| White and Asian |  | Prefer not to say | White and Asian |
| Any other mixed background (please write) | |  | |
| ***Asian/Asian British*** | | | |
| Pakistani |  | Indian |  |
| Bangladeshi |  | Chinese |  |
| Prefer not to say |  |  |  |
| Any other Asian background (please write) | |  | |
| ***Black/ African/ Caribbean/ Black British*** | | | |
| African |  | Caribbean |  |
| Prefer not to say |  |  |  |
| Any other Black/African/Caribbean background (please write) | |  | |
| ***Other ethnic group*** | | | |
| Arab |  | Prefer not to say |  |
| Any other ethnic group (please write) | |  | |
| **Under the terms of the Equality Act 2010, a disability is defined as a physical or mental impairment, which has a substantial and long-term adverse effect on a person's ability to carry out day-to-day tasks.**  **Do you consider that you have a disability?** | | | |
| Yes |  | No |  |
| **What is your sexual orientation?** | | | |
| Heterosexual |  | Gay | Heterosexual |
| Lesbian |  | Bisexual | Lesbian |
| Prefer own term (please write) |  | Prefer not to say |  |
| **What is your religion or belief?** | | | |
| Buddhist |  | Christian |  |
| Hindu |  | Jewish |  |
| Muslim |  | None |  |
| Sikh |  | Prefer not to say |  |
| Other religion or belief (please write) | |  | |
| **What is your current working pattern?** | | | |
| Full-time |  | Part-time |  |
| Prefer not to say |  |  |  |
| **Do you have a flexible working arrangement?** If yes, please tick. | | | |
| None |  | Flexi-time |  |
| Staggered hours |  | Term-time hours |  |
| Annualised hours |  | Job-share |  |
| Flexible shifts |  | Compressed hours |  |
| Homeworking |  | Prefer not to say |  |
| Other (please write) | |  | |
| **Do you have caring responsibilities?** If yes, please tick all that apply. | | | |
| None |  | Primary carer – child children (under 18) |  |
| Primary carer – disabled child/children |  | Primary carer – disabled adult (18 and over) |  |
| Primary carer – older person |  | Secondary carer (another person in main caring role) |  |
| Prefer not to say |  |  |  |